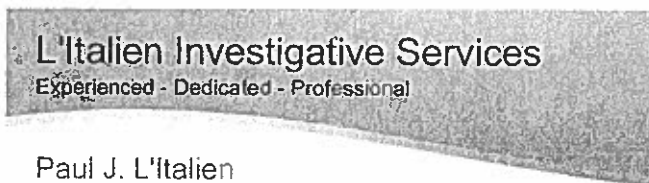


Boxborough Police Department
Independent Investigation
Chief Warren Ryder – February 15, 2023
(Volume 2 of 2)

CONFIDENTIAL



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Boxborough Exhibits for Volume 2:

- Exhibit #12: Interview transcript for Sergeant Nathan Bowolick
- Exhibit #13: Boxborough Police Department purchase order 116-FY-18-1
(Firearms purchase from Minuteman Armory)
- Robert Fagundes personal check (dated February 7, 2020)
- Deposit to Treasurer document (dated February 12, 2020)
- Criminal History Systems Board document (dated February 8, 2020) showing the transfer of ownership of a Glock to Robert Fagundes from Minuteman Armory.
- Boxborough PD firearms inventory from Feb. 21, 2021
- Firearms records, Town of Boxborough By-law 2.3 and writings from Interim TA Carter Terenzini regarding firearms matters.
- Exhibit #14: E-mail dated February 10, 2010, with the subject line "Thank you and Sorry" sent from [REDACTED]@com
- Letter, dated January 17, 2022 from Law Offices of James W. Simpson, Jr. PC regarding allegations that Sergeant Robert Bielecki had been retaliated against
- Exhibit #15: Notice of paid administrative leave to Chief Warren Ryder
- E-mail thread between Chief Ryder and Sergeant Bielecki re: DTS access (December 2021)
- Interview transcript of Chief Warren Ryder
- Exhibit #16: Budget e-mails between Chief Ryder and (then) Town Accountant Jennifer Barrett dated November 15, 2018, November 26, 2018, November 18, 2019, January 8, 2020

Investigator's note: The above e-mails sent by TA Johns had to be opened to view in outlook format. This required me to e-mail them to another account (plitalien@comast.net) which is my personal e-

mail account. That is why this e-mail account is shown on the top line of each of the above e-mail exhibits.

Exhibit #17: A copy of the CBA (Article 12- Wages).

Sergeant Brett Pelley's pay stubs from March 13, 2019 and August 14, 2019.

Sergeant Pelley's available signed pay sheets for FY20 which show his hourly wage of \$42.09.

Exhibit #18: Report written by Interim Town Administrator Carter Terenzini (dated Dec. 14, 2022) re: retaliation allegation by Bielecki.



Town of Boxborough Police Department



John T. Szewczyk
Interim Chief of Police

December 5, 2022

Sgt. Nathan W. Bowolick,

The Town of Boxborough has contracted Paul L'Italien to conduct an investigation into education incentives and other payroll matters within the Boxborough Police Department.

You have been identified as a member of the Boxborough Police Department that is to be interviewed.

You are hereby ordered not to discuss this investigation with any person other than union or legal representation. Please contact me so that we can coordinate a time for you to meet with the investigator.

John Szewczyk
Interim Chief of Police
617 467 0936
JSzewczyk@boxborough-ma.gov

Cc: Jeffrey C. Landgren, Boxborough Police Union President

Sergeant Nathan Bowolick interview:

Paul L'Italien:

Today's date is December 20, 2022. The time is approximately 11:23 AM. We are at the Boxborough Police Department. My name's Paul L'Italien. I'm a licensed private investigator from Pembroke. My license number is LP0952. I have been hired by KP Law to conduct an independent investigation regarding allegations being made against members of the Boxborough Police Department. The person to be interviewed is Sergeant Nathan ...

Sergeant Bowolick:

Bowolick.

Paul L'Italien:

Bowolick. Sergeant Bowolick, for the record, would you please state your full name, spelling your last name.

Sergeant Bowolick:

Nathan Bowolick. B-O-W-O-L-I-C-K.

Paul L'Italien:

Thank you. Do you acknowledge that this interview is being mechanically recorded?

Sergeant Bowolick:

Yes.

Paul L'Italien:

Thank you. Also present is Attorney Casey Berkowitz from Sandulli Grace. Sergeant Bowolick, do you agree to answer all my questions truthfully today?

Sergeant Bowolick:

Yes.

Paul L'Italien:

And how long have you been a member of the Boxborough Police Department?

Sergeant Bowolick:

I started dispatching in Boxborough in April of 2002. I had been essentially employed since then, but I went to the full-time police academy in 2005. Got on as a patrol officer upon graduation in January 2006.

Paul L'Italien:

Okay. And when were you promoted to the rank of sergeant?

Sergeant Bowolick:

I think acting Sergeant 2014, maybe around there and then full-time shortly thereafter. I can't remember the exact dates.

Paul L'Italien:

In summary, what are your duties and responsibilities here?

Sergeant Bowolick:

I do a lot. I'm in charge of the detective bureau, so I delegate the duties between myself and the detective. We're a small department, so I also run a patrol shift, answer patrol calls, supervise patrol shift. I'm in charge of the evidence room. I do accreditation. I do policies, firearms licensing. I help with scheduling, you name it. I do a lot of it.

Paul L'Italien:

Okay. And what level of education do you have?

Sergeant Bowolick:

I have a Master's in public administration.

Paul L'Italien:

And which school is that from?

Sergeant Bowolick:

Anna Maria.

Paul L'Italien:

And it's my understanding that you received a letter from Anna Maria on December 23, 2020, verifying that you had in fact completed that degree?

Sergeant Bowolick:

Yes.

Paul L'Italien:

Okay. And did you forward that to Chief Ryder?

Sergeant Bowolick:

I did.

Paul L'Italien:

Okay. And it's my understanding that essentially this letter set in motion the determination that some officers here were getting overpaid for their education incentive money?

Sergeant Bowolick:

Yes. I had asked the college to write this letter for me so I could get my increase in my Quinn Bill.

Paul L'Italien:

And prior to that, were you going from a bachelor's in criminal justice or was it in some other field?

Sergeant Bowolick:

Yes, it was criminal justice with a specialty in police operations or something like that.

Paul L'Italien:

Okay. And where did you get that degree?

Sergeant Bowolick:

Southern New Hampshire University.

Paul L'Italien:

And if you remember, what year did you get that?

Sergeant Bowolick:

2018 maybe. I don't remember the exact date.

Paul L'Italien:

Okay. And I know there's been some changes made to the Quinn Bill Law going back to 2009, somewhere around there. But you were entitled to the true Quinn Bill percentages versus the stipend money?

Sergeant Bowolick:

Yes.

Paul L'Italien:

Okay. And when did you first find out that you were being overpaid at the Master's degree rate versus the Bachelor's degree rate?

Sergeant Bowolick:

Shortly after I submitted all my documentation to Chief Ryder, he sent out an email to myself, I believe, and maybe it was the entire department, but there were other officers saying that we were getting, yeah, this email.

Paul L'Italien:

It was sent on December 23rd?

Sergeant Bowolick:

Yes.

Paul L'Italien:

Essentially it sounds out, starts out with, "Sorry to be the Grinch."

Sergeant Bowolick:

Yeah. That drove me nuts, by the way. I was not happy with that.

Paul L'Italien:

Okay. And as a result of this error being found, it's my understanding that there was some type of a payment plan agreed upon by the town between the officers who were involved, and there was a payment plan in which officers gave a payment each paycheck or a number of paychecks moving forward.

Sergeant Bowolick:

Correct.

Paul L'Italien:

Did you participate in that?

Sergeant Bowolick:

I did.

Paul L'Italien:

Okay. And as of now, has the money that you were overpaid been repaid to the town of Boxborough?

Sergeant Bowolick:

Yes, it has.

Paul L'Italien:

Okay. Now the allegation is that Chief Ryder allowed some people to get paid for the next step of their education even though they had not yet earned the degree. Are you aware, or were you involved in any way with Chief Ryder in him allowing you to get paid before you attained the Master's degree level?

Sergeant Bowolick:

Absolutely not.

Paul L'Italien:

Are you aware of any conversation between Chief Ryder and other officers involving just that, that officers were allowed to get paid the education money they were not entitled to?

Sergeant Bowolick:

No.

Paul L'Italien:

Now I interviewed ... Do you know who Andrea Veros is?

Sergeant Bowolick:

I do.

Paul L'Italien:

Okay. And I interviewed her early on in this investigation, and she's reported to me that sometime around 2018 or '19, you came to her and you told her that you did not want to be paid for a degree you were not entitled to. Do you remember that conversation with her?

Sergeant Bowolick:

Yeah. The dates, she's wrong on the date. So it was shortly before this. It was I believe July 1-ish, 2020. What had happened is she came to me with the time sheet. We get all our time sheets from the admin assistance. She said, "Here's your new time sheet. It has your master's in it." And I said, "Absolutely do not pay me for a Master's. I do not have a Master's." She went back, she brought me another time sheet and she said, "Okay, it's all set. It's just contractual raises in here." I said, "Okay." And I didn't think twice about it.

Paul L'Italien:

Okay. But your memory is that it was July 2020?

Sergeant Bowolick:

Yes, because she was giving me the new time sheet for the fiscal year, starting July 1.

Paul L'Italien:

Is that a practice here that you would get a new time sheet every fiscal year?

Sergeant Bowolick:

Yes.

Paul L'Italien:

Okay. And did you check your pay stub after that to see if in fact you were getting paid for your hourly wage?

Sergeant Bowolick:

No, we don't get physical pay stubs.

Paul L'Italien:

Do you have access to them though?

Sergeant Bowolick:

We do have it online. I only go to print out my W2s. My pay is different every single week due to shift differentials, over time. I never look at my pay stubs.

Paul L'Italien:

Now, I've interviewed some former officers here, and again, it's all rumor generated, but there was some speculation that there had been an ongoing conversation amongst the officers that in fact, Chief Ryder allowed officers, certain officers to get the money. Are you aware of any other officers having that type of conversation?

Sergeant Bowolick:

No.

Paul L'Italien:

Okay. Anything else you want to say about the whole education incentive question?

Sergeant Bowolick:

No. Just the conversation I had with Miss Veros regarding my pay sheet. I emphatically told her, "Do not pay me." I had no idea I was getting paid wrong until I turned in my stuff. As you know, I started this by finishing my degree and turning in my paperwork, saying, "I'd like my raise now." So I had absolutely zero idea I was getting paid wrong. I had zero idea anybody was getting paid wrong. Nobody did. I don't know. I don't want to make allegations or rumors or anything like that. What I know is when she was leaving, she said, "I'm going to burn this place down." Openly, verbally, in these walls to anybody that would listen. I didn't know it would be like this, but I certainly had nothing to do with anything improper. I'll say that.

Paul L'Italien:

Okay. Now, I just had some other questions about the COVID command post that was set up down here at the Regency Hotel during the COVID quarantine. And I understand you were not assigned there, but from the standpoint of you being a supervisor here, I just want to ask you some questions about some of the allegations that have been made. Did you ever learn or hear that officers assigned they were getting paid for overtime that they were not entitled to?

Sergeant Bowolick:

I did not hear that, no.

Paul L'Italien:

Did you learn or hear that officers were putting in for weekends saying that they worked the entire weekends, received overtime, when in fact they went home for the weekend?

Sergeant Bowolick:

I did not hear that.

Paul L'Italien:

Okay. Did you ever learn or hear that the officers were drinking beer while on duty at the COVID command post?

Sergeant Bowolick:

No.

Paul L'Italien:

Okay. It's my understanding that the department had rented cars because of the social distances and things like that.

Sergeant Bowolick:

Yes.

Paul L'Italien:

It was assigned to the officers who were working at the COVID command post. Did you overhear or learn that officers were using the rented cars for excessive personal business?

Sergeant Bowolick:

No.

Paul L'Italien:

Okay. I don't have any further questions. Sergeant, anything you'd like to add?

Sergeant Bowolick:

I don't think so.

Paul L'Italien:

Okay. So with that, the time is now 11:32 AM. I'll turn the recorder off. Thank you.

Sergeant Bowolick:

Thank you.